

NURSING FOCUS

Official Publication of the Indiana State Board of Nursing

• March 2008 • VOLUME 4 • NUMBER 1 •



**Indiana State Board of
Nursing Establishes
Subcommittees**

**CONGRATULATIONS,
2008 Salute to Nurses
Nominees**

**Unlicensed Nursing School
Graduates in Indiana:
No Special Status**

Revive your career

Hancock Regional Hospital has a range of healthcare opportunities that fit your life. By joining Hancock Regional Hospital, you'll find that a better work-life balance is right here in Greenfield. Now that that's out of the way, you can start losing weight, quit smoking, and eat more vegetables.

Management

Program Director – Geriatric Psych
Clinical Supervisor – Home Health
(Hospital based)
Joint Care Coordinator – Surgery

RNs Full-time

Labor & Delivery
Med/Surg
Home Health

RNs Part-time

Labor & Delivery – Weekend Option
Pediatrics – Weekend Option
Home Health
Geriatric Psych

Nurse Practitioners

Home Health
Occupational Health

We offer some of the best shift differentials in the area, as well as competitive salaries, excellent benefits, and opportunities for growth. For consideration, visit the JOBS section of our website. EOE



BETTER JOBS ARE RIGHT HERE

www.HancockRegional.org



Below: Indiana Professional Licensing Agency Staff
(Seated Left to Right: Linda Stephenson, Katrina Shannon, Stacie Barclay; Standing Left to Right: Lisa Chapman, Michelle Hines, Sean Gorman, Janet Cassidy, Joyce Krawczyk, Jodi Pisula, and PLA Executive Director Frances Kelly.)



Professional Licensing Mission Statement

To provide efficient and effective administrative support services to Indiana's professional licensing boards and commissions in order to facilitate the delivery of competent consumer services by regulated professionals to the citizens of Indiana. To provide an expedient licensing process for regulated professionals by maintaining a climate that fosters the growth of commerce while ensuring the health, safety and welfare of the citizens of our great state.

Frances L. Kelly
Executive Director

contents

| | |
|--|-----------|
| President's Message | 4 |
| Indiana State Board of Nursing Establishes Subcommittees | 8 |
| Ask a Nurse Attorney | 10 |
| Congratulations, 2008 Salute to Nurses Nominees | 12 |
| Unlicensed Nursing School Graduates in Indiana: No Special Status | 14 |
| Disciplinary Actions | 17 |
| Indiana Professional Licensing Agency Web Site Redesign | 21 |

Circulation includes over 100,000 licensed nurses and student nurses in Indiana

Nursing Focus is published by the Indiana State Board of Nursing
Indiana Professional Licensing Agency
Indiana State Board of Nursing
Indiana Government Center South Building
402 West Washington Street, Room W072
Indianapolis, IN 46204

Edition 14

Created by PUBLISHING CONCEPTS, INC.

David Brown, President

dbrown@pcipublishing.com

14109 Taylor Loop Road • Little Rock, AR 72223

501.221.9986 or 800.561.4686

www.thinkaboutitnursing.com

For advertising information contact: Tom Kennedy at

501.221.9986 or 800.561.4686

tkennedy@pcipublishing.com



Office Location

Indiana Professional Licensing Agency
Indiana State Board of Nursing
Indiana Government Center South Building
402 West Washington Street, Room W072
Indianapolis, IN 46204

Contact Information

Phone (317) 234-2043

Fax (317) 233-4236

License Verifications (888) 333-7515

Website: www.pla.IN.gov

E-mail: pla2@pla.IN.gov

Office Hours

Mon thru Fri

8:00am – 4:30pm

Nursing Board Staff Members

Sean Gorman, *Board Director*

Michelle Hines, *Assistant Board Director*

Lisa Chapman, *Litigation Specialist*

Stacie Barclay, *Case Manager*

Janet Cassidy, *Case Manager*

Joyce Krawczyk, *Case Manager*

Jodi Pisula, *Case Manager*

Katrina Shannon, *Case Manager*

Linda Stephenson, *Case Manager*

Thinkaboutitnursing.com
Recruitment Education

PRESIDENT'S MESSAGE

Carolyn Slagle, RN, CNS, President



Reflections on my service on the Board of Nursing

As my appointment to the Board of Nursing is quickly coming to an end, it is difficult to imagine that six years have passed since my first Board of Nursing meeting in 2002. Much of that meeting is like a snapshot, where many of the details are frozen in time. The meeting took place in a much smaller room across the hall from the Government Center Auditorium, where meetings are now held. There was standing room only, and the meeting lasted past 8 p.m., with only a few brief breaks. "Lunch" was brought in late in the afternoon. I was in awe of how poised the hearing officer, Marcia King, appeared and how smoothly cases progressed throughout the day and evening.

Members of the Board since then have represented diverse areas of nursing including: school nurses, staff nurses, nurse educators, nurse managers, Children's Services nurses, Chief Nursing Officers, Certified Registered Nurse Anesthetists, and Advanced Practice Nurses, along with the consumer members who represent the public. Members of the Board have worked diligently together to ensure that Indiana has a safe, competent workforce of nurses delivering healthcare services to consumers, and that our schools of nursing continue to provide quality education for student nurses who will provide healthcare services in the future.

I have had the opportunity to observe the Indiana State Nurses Assistance Program (ISNAP) grow significantly to meet the monitoring needs of nurses who suffer with the disease of chemically dependency. There is seldom a monthly meeting when a nurse does not issue a statement of gratitude for the ISNAP program and its influence not only on his/her ability to reclaim a life that is now meaningful, but the opportunity to continue in their nursing career as well.

I am greatly appreciative for the opportunity I have been given to serve the public and nursing in the capacity of a Board member. This experience has deepened my admiration for nursing as a profession. I know of few other disciplines where one can use their education, passion, experience and skills in such a variety of markets. I am enthusiastic about the future of nursing. Nurses continue to be on the frontline, striving to meet the many challenges of today's healthcare system and those who are in need of services.

I would challenge each of us as nurses to continue to do our utmost to reach our fullest potential for personal and professional growth. This is accomplished not only in our workplaces, but through volunteer opportunities, community organizations, professional associations and our own neighborhoods.

Again, "Thank you" to the IPLA staff, board members and many others for your support and encouragement throughout this wonderful experience.

Sincerely,

Carolyn Slagle, RN, CNS, APRN, BC, MAC, CADACTV

THE RIGHT TIME. THE RIGHT PROGRAM.

EARN YOUR BSN ONLINE

Without Putting Your Life on Hold.
See for yourself with a free virtual classroom demo.

JACKSONVILLE
UNIVERSITY
SCHOOL OF NURSING

☎ Call 800-251-6954
☎ Visit JacksonvilleU.com/PC

Jacksonville University's School of Nursing is accredited by the Commission on Collegiate Nursing Education (CCNE). Financial aid opportunities available. | Made available by University Alliance Online. | ©2007 East Education, Inc. All rights reserved. | SC 1917342/J | MCJD 2742

Stewardship


We're looking for professionals who share our values.

Miller's is an employee owned company providing Nursing Care, Orthopedic & Cardiac Rehabilitation for Seniors across Indiana. With 31 locations we offer competitive wages, repayment of educational loans, training & excellent benefits.

Miller's Merry Manor

100% Employee Owned

Apply On-line at
www.millershealthsystems.com
E.O.E.



Join Our Team of Caring Professionals!



MEDTECH COLLEGE SCHOOL OF NURSING

PREPARING THE HEALTHCARE PROFESSIONALS OF TOMORROW

Train to become a NURSE!

- Don't put your life on hold any longer
 - Full-time Day classes/finish sooner
- Practical Nursing and Registered Nursing
- Currently no waiting list – Applications accepted NOW!

MTCC

MEDTECH COLLEGE
DEDICATED TO GRADUATING PROFESSIONALS

www.medtechcollege.com



CALL MEDTECH
COLLEGE TODAY!

Greenwood Campus
1500 American Way
Greenwood, IN 46143
317-534-0322

Indianapolis Campus
6612 E. 75th St., Ste 300
Indianapolis, IN 46250
317-845-0400

AC-0262
AC-0216

MedTech meets needs of students, medical community

By Julie Young

The health care field is ever evolving. It's always in need of trained professionals to work in a variety of careers and stay on top of continually increasing demands, locally and nationally.

At MedTech College, administrators work tirelessly to implement programs designed to meet the needs of the medical community and see to their students gainfully employed. MeTech offers programs in health information management and technology, phlebotomy, medical billing, and coding, medical assistant and medical laboratory technology. It also offers a growing nursing program for both practical nurses and registered nurses.

Filling the need

"We're really committed to building short-term programs that will help people obtain the education they need in order to be a part of the community work force," said Mary Harmon, executive vice president of academics.

Harmon said she often looks at the bureau of Labor Statistics to identify needs in the medical field and designs programs to fill them. With long-term nurses retiring and not enough new candidates filling those positions, it's a nationwide problem that MedTech College is dedicated to helping alleviate.

"We saw a huge deficit in nursing programs," she said. "So we zeroed in on that field due to the critical shortage of nurses locally and across the nation."

Typically, nursing candidates are required to take many prerequisite courses early in their education without knowing if they'll even be admitted to a nursing program. There is also a lack of faculty within nursing schools to accommodate potential candidates, which accounts for many being turned down. Many nursing schools have just 45 openings each year.

"The problem is getting worse but we have been very successful," said Margaret Broadus, dean of nursing for MedTech. "Through the self-contained 15-month practical nursing program and our 24-months registered nursing program, our students don't have to take additional courses and are fully prepared to sit for their licensing tests upon graduating and then look forward to being gainfully employed."

Ensuring a good fit

PN students also can opt to continue their education for an additional nine months to achieve their RN credential, which opens new oppor-





tunities for them. MedTech reports and exam pass rate of 100 percent for those who have taken their nursing exam to date.

No matter how lucrative the field, and regardless of the innovative programs and MedTech, Broadus said nursing isn't for everyone. She interviews nursing candi-

dates carefully to assess how they fit into the field.

Nursing is a calling

"Those who have acted as a caregiver in the past will find that nursing is a whole different field," Broadus explained, noting that shifts vary and some night, weekend, and holiday work is expected. "We offer

and intense program that requires dedication and sacrifice, but for the right person, it's worth it. We know that those who are admitted are making a huge commitment and that is a transition and a journey. When our students graduate, we see the transition that they have made. Nursing is a calling that you internalize."

We are currently enrolling in the following:

School of Nursing

- Practical Nursing
- Registered Nursing

Interested persons in the School of Nursing should call immediately while there are still no waiting lists

MedTech Greenwood Campus
317-534-0322



South Park
1500 American Way
Greenwood, IN 46143

School of Allied Health

- Medical Assistant
- Medical Billing & Coding
- Medical Laboratory Technician
- Health Services Administration
- Biotechnology

MEDTECH COLLEGE
DEDICATED TO GRADUATING PROFESSIONALS
www.medtechcollege.com

Individual Courses

- Phlebotomy
- Pharmacy Assistant
- Computerized Medical Front Office
- Nursing School Entrance Exam Course
- Physical Therapy Aide

MedTech Indianapolis Campus
317-845-0100



Heritage Park 1
6612 E. 75th St., Suite 300
Indianapolis, IN 46250

MEDTECH COLLEGE IS GROWING!
Separate School of Nursing and Fort Wayne Campuses to Open in July

Indiana State Board of Nursing Establishes Subcommittees

Three Subcommittees Were Created to Develop Recommendations on Improving Rules

The Indiana State Board of Nursing has established three ad hoc subcommittees to investigate specific topics in regards to the nursing profession. Each subcommittee is responsible for developing recommendations and reporting back before the Board on its suggested rule or policy improvements. The Board had the luxury and challenge of selecting from many well-qualified professionals volunteering to serve on the subcommittees. Although not everyone expressing interest was formally named to a subcommittee, all meetings are public, and all interested parties are encouraged to attend and participate in the development of these recommendations.

ADVANCE PRACTICE NURSE SUBCOMMITTEE

The Professional Licensing Agency staff fields many questions about advance practice nursing and prescriptive authority requirements. The Advance Practice Nurse Subcommittee was created to develop recommendations on rule changes and other measures for improving advance practice nursing in the State of Indiana. The members of the subcommittee serve at the leisure of the Board and are responsible for reporting to the Board its progress and any recommendations at the regular monthly Board meeting scheduled for October 16, 2008.

NURSE EDUCATION SUBCOMMITTEE

Most people outside the health care industry are at least somewhat aware of the nurse workforce shortage issue in Indiana and throughout the country. Closely related to that shortage is the fact that qualified nurse educators are in short supply. In fact, the Indiana Nursing Workforce Development Coalition estimates that 56 percent of the current Indiana nurse educator workforce is projected to retire by 2010. Without qualified teachers, nursing programs cannot admit more students, resulting in an inability to supply the growing demand for nurses. The Indiana State Board of Nursing has the duty to prescribe standards and approve curricula for nursing education programs, and accredit programs that meet those requirements.

The Nurse Education subcommittee was established to provide the Board with recommendations on how to improve rules regarding nurse education. The subcommittee will examine such topics as the use of simulation in place of clinical



requirements, how NCLEX pass rates are determined, and how educational requirements might address workforce shortage issues. The subcommittee will report back to the Board at the September 18, 2008, Board meeting.

NURSE MONITORING/CHRONIC PAIN MANAGEMENT SUBCOMMITTEE

The Nurse Monitoring/Chronic Pain Management subcommittee was formed to provide the Board with recommendations on how to consistently handle situations where a nurse is not a candidate for ISNAP participation because of chronic pain management needs and the nature of ISNAP as an abstinence-based monitoring program. The subcommittee will report to the Board progress on its status at the August 21, 2008, Board meeting.

For more information on the subcommittees, including future meeting announcements and minutes, please visit our Web site at www.pla.in.gov. Additional information can be obtained by contacting Sean Gorman at (317) 234-2043 or via e-mail at segorman@pla.in.gov.

University Hospital



"I'm sharing new ideas with a new generation of healthcare professionals."

U should know: We are the only Level I Adult Trauma Center in the region.

University Hospital is a state-of-the-art, 404 bed acute care facility, providing a full range of diagnostic, therapeutic, emergency, and surgical services, including the area's only Level I Trauma Center. As the primary adult teaching hospital for the U of L Health Sciences Center, we train the next generation of health care professionals. Our knowledge of the latest medical treatments and techniques means patients at University Hospital receive the most up-to-date treatment in the region.

University Hospital offers competitive wages and benefits. Some of our benefits include:

Medical, Dental, Life Insurance
Tuition Reimbursement
403(b) Plan

Retirement Plan
Long and Short-term Disability
Employee Recognition Programs

Please contact Human Resources at 503-552-3156 for information on openings for RN's or visit our web site at www.UofLHealthcare.org for a list of openings.

Creating The Knowledge To Heal

a proud member of **UofL HealthCare**



“ASK A NURSE ATTORNEY”

Nurses, welcome to “Ask a Nurse Attorney.” This section is designed for licensed nurses to ask questions to a nurse attorney. If you have a question that you would like to have answered, please feel free to e-mail Lori@brown-law1.com. If your question is selected, it will appear in the upcoming issues of Nursing Focus.

Dear Nurse Attorney,

I am a registered nurse working on a medical surgical unit at a local community hospital. One day, an 85-year-old woman came in with extreme respiratory distress due to congestive heart failure. She was in the process of dying. I thought that Lasix would be appropriate to help her feel more comfortable. The physician refused to order it. However, my supervisor said to go ahead and give the Lasix and I will get an order. What should I do?

– Questioning R.N.

Dear Questioning R.N.,

It is the nurse's responsibility to obtain an order before administering any type of medication. You cannot give a medication even if your supervisor tells you to give it. Giving medication without an order is considered practicing medicine without a license and can result in charges against your nursing license as well as potential criminal charges

Lorie A. Brown, R.N., M.D., J.D., of Brown Law Office, Indianapolis, Indiana, (317) 465-1065, is a practicing nurse-attorney who represents nurses for licensing issues before the Board and for contracting matters. The views expressed in this column are those of the author. www.brownlaw1.com

Dear Nurse Attorney,

At the hospital based women's health clinic where I work, it is my responsibility to advise women receiving pap smears of the need for follow up testing if their results are abnormal. Unfortunately, some women who get abnormal results never do call us to schedule another test. If one of these women develops cervical cancer, could the clinic or I be sued?

– Responsible R.N.

Dear Responsible R.N.,

It is the responsibility of the nurses and the clinic to inform patients of the need for a follow up. It then becomes a question of how much does the nurse or the clinic need to do to meet that responsibility. The nurse or clinic must document every effort to contact the patient. In many incidences, a phone call may not be enough. It is suggested that certified letters be sent to the patients' home for the necessity to follow up. Then, if the patient does not come in for the follow up, the clinic or the nurses have met their duty by having proof that the patient was notified of the need for follow up, thereby preventing any claim of abandonment from the patient. Once the certified mail/return receipt card comes back, it should be attached to a copy of the letter that was sent and then placed in the patient's file. If the patient did not sign for the certified mail, at least documented attempts were made. Then, there can be no question that the clinic or nurse met the duty in informing the patient of the necessity for follow up. If the patient cancels the appointment, a follow up mechanism must be in place. It must be documented that a follow up appointment was made, but the patient cancelled or did not show up.

Governor Daniels appoints Stacy Henderson as an LPN representative to the Indiana State Board of Nursing

As a member of the Indiana State Board of Nursing, Stacy Henderson is charged with advancing and safeguarding the nursing profession. Stacy fills the vacant LPN position on the Board and brings a broad background of public service and service in the health care industry to her role as a Board member. She is the charge nurse at Peabody Retirement Center as well as the Chief of Staff for the Mayor's office in Marion, Indiana. The Indiana State Board of Nursing welcomes Stacy to the Board and is looking forward to working with her.

Indiana State Board of Nursing Members

Carolyn Slagle, RN, CNS, President
Laurel Valentino, RN, Vice-President
Jerry Burghduff, LPN, Secretary
Stacy Henderson, LPN
Scott Johns, CRNA
Marcia Laux, RN
Connie McIntosh, RN
Lynda Narwold, RN
Anne Ogle, Consumer Member

Wow!

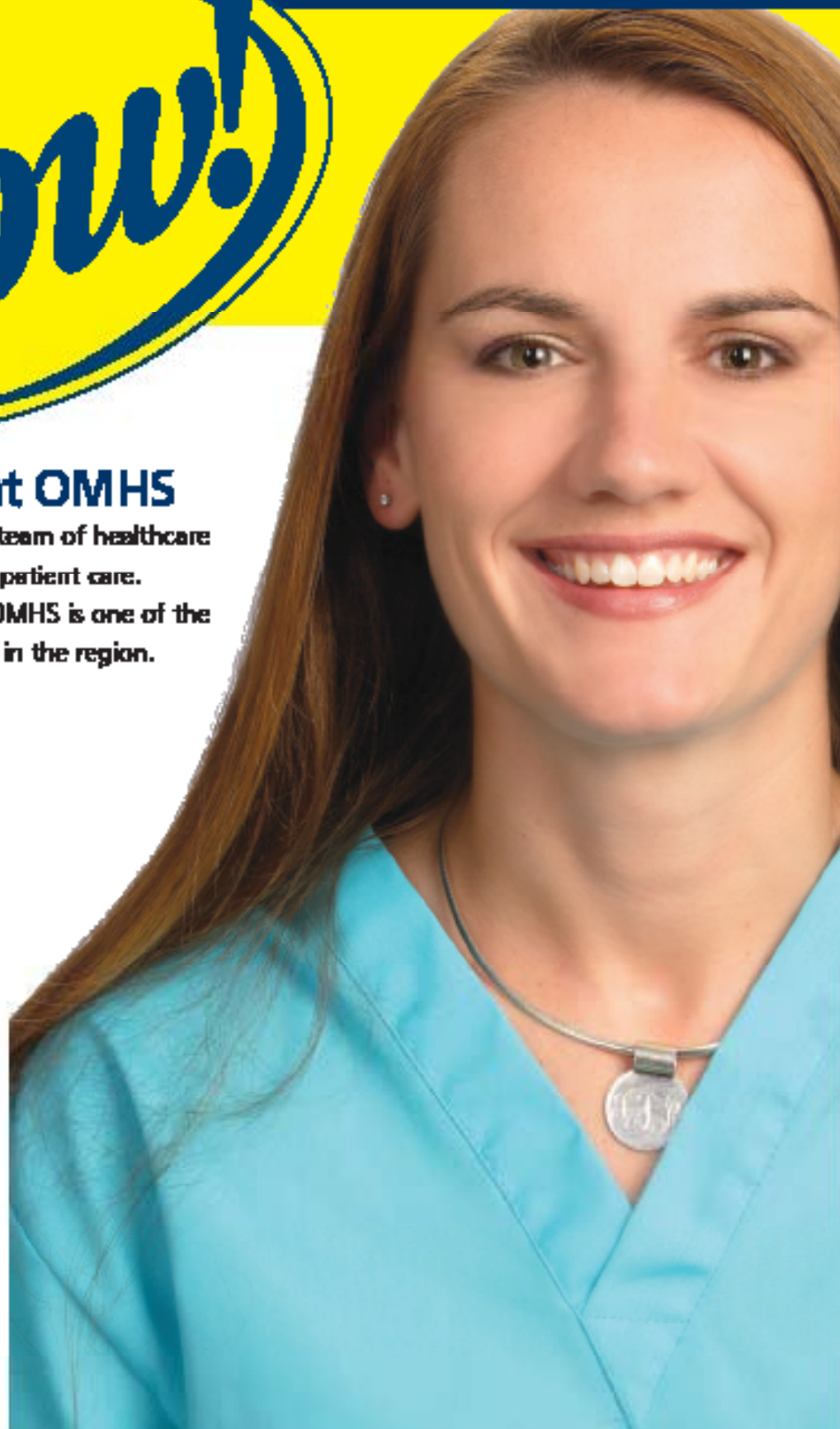
Explore Nursing at OMHS

Learn how you can join a unique team of healthcare professionals dedicated to quality patient care. Located in a vibrant community, OMHS is one of the most progressive hospital systems in the region.

- Nursing Scholarships
- LOW Patient/Nurse Ratio
- Competitive Salaries
- Buybacks
- Tuition Assistance
- Full Benefit Package
- Shift/Weekend Differential
- Reimburse Last Semester Tuition—Up To \$1,628!



Centrally-located in the heart of the Midwest



Owensboro
Medical Health System

For a career guide and DVD, call (877) 227-3841
To apply on-line, visit our website: www.omhs.org



Congratulations, 2008 Salute to Nurses Nominees

On April 29, 2008, the Indianapolis Star hosted an awards ceremony and luncheon at the Indiana Roof Ballroom in Indianapolis to formally recognize the winners of this year's Salute to Nurses awards, as well as all nurses and the nursing profession. Awards were presented for the Nurse of the Year, Nurse Educator of the Year, Lifetime of Compassion, Advancement of Nursing, Community Outreach, and Inspiration. The six award winners were selected by the Indiana State Board of Nursing from a pool of 839 nominees! The winners not only received the recognition at the awards luncheon attended by nearly one thousand of their peers, but they also received special gifts provided by the event's sponsors.

The Indiana State Board of Nursing was proud to participate in the 2008 annual Salute to Nurses event presented by the Indianapolis Star. The Board joins the patients, their families, their coworkers and friends in applauding all the nominees' many positive contributions to the nursing profession.

Nurse of the Year

Vicki Stoughton-Elliff

Morgan County Hospital

"Vicki embraces life, sets examples and approaches each day with gusto, perse-

verance and class. She gives of herself, measuring her success not by wealth or comfort, but by the lives she touches daily." – Glenn Marsh

As a child, Vicki Stoughton-Elliff wanted to be a doctor, but realized that nursing would allow her a more hands-on approach and closer relationships with patients. During her 30-year career, she has held a broad range of leadership positions that allowed her to influence the health care industry at the community and national levels, but the two things close to her heart are family and nursing.

Known for her compassion and thoughtfulness to patients and their families, Stoughton-Elliff considers all of her patients to be part of her extended family. Working with cancer patients can be emotionally challenging, but she loves working in oncology. When she first started in cancer care, there were no cures and the outlook was grim. Today, with treatment, many cancer patients still can lead healthy, fulfilling lives.

Stoughton-Elliff sees first-hand how the research and clinical trials have made a difference and believes that a cure for cancer will be found in her lifetime. Until then, she continues to give her all to a career that she says gives her so much more in return.

Nurse Educator of the Year

Melissa Brock

Indiana Wesleyan University

"I had the pleasure of meeting Melissa at Indiana Wesleyan University. She was my instructor/facilitator when I decided to further my education in nursing. She has definitely made an impact in nursing and continues to make that impact every day. I enjoy her zest for life, her clear faith in God and her ability to motivate those around her." - Casi Norman, fellow nurse

Raised in the mountains of Kentucky, Melissa Brock was introduced to nursing by the women of the Frontier Nursing Service. Her aunt lived across the road from where they mustered every day. As they returned from seeing their patients, they would always talk with her. Their kindness and dedication inspired Brock to dedicate herself to helping people.

She's most passionate about servant leadership and encouraging others to be world changers. She rides a Harley in charity events to help raise money for different organizations. People get a kick out of that. She knows she's making a difference in the lives of patients and their families.

Not one for any praise or credit, Brock

was overwhelmed to learn of her nomination.

Lifetime of Compassion

Kathleen Townsley

Wishard Hospital

"During her remarkable career, K.T. has provided compassionate health care for countless patients who may have otherwise been neglected or forgotten. She has cared for patients when they often didn't care for themselves." – Dr. Mindi Morris, Wishard Health Services

No one mistakes Kathleen Townsley ("K.T.") for anything but a nurse while she's on duty – her old-fashioned nurses' cap gives her away. She wears the cap as a tribute to her father, who paid her nursing school tuition 42 years ago and never doubted she'd be able to accomplish whatever she set her mind to.

K.T. has spent 39 years as a nurse at Wishard Health Services. As clinic nursing manager for dermatology, she doesn't treat patients; she treats people.

This philosophy makes her a generous and compassionate nurse as well as a determined advocate for patients. Her attitude has also influenced dozens of budding doctors who've looked to her for guidance and encouragement over the years.

Being nominated for an award prompts K.T. to think about her family – her parents, who made her nursing career possible, and the colleagues at Wishard she considers family, who continue to make it enjoyable.

Inspiration Award

Teggie Rogers

Cherry Tree Elementary School (Carmel Clay)

"I'm a first-hand witness to her loving care, whether it be hugs, medication, Band-Aids, stern advice or a combination thereof. She has an amazing ability to see what each particular child needs." – Janet Tuten, parent

"She is patient, considerate, thoughtful and thorough. It gives me great comfort as a parent to know that if my child is sick, Teggie is the one that will aid them." – Marisa Anderson, parent

Teggie Rogers considers this award to be a huge honor. She comes from a family of 12 children, always taking care of a baby or a sibling. She loves kids. As school



champion

At the Indiana Orthopaedic Hospital, not all of our patients are pro athletes. High-quality patient-focused care. Innovative technology. A dynamic team. The opportunity to work with the finest orthopaedic surgeons in the world. Just a few of the reasons our employees feel like champions. If you're ready to up your game, visit our website to see all our exciting nursing opportunities.

IOH
Indiana Orthopaedic Hospital

5 Star Rated
★★★★★

HEALTH GRADES 2008
NATIONAL AWARD FOR BEST PATIENT HEALTH CARE

To apply, please visit www.CareerBuilder.com enter keyword **Ortholndy**.
Orthopaedics Indianapolis is an Equal Opportunity Employer.



Kiss Those 12-hr Shifts Goodbye!
Work Just 12 Hours a Week and Make More Money

Become a Certified Legal Nurse Consultant™

Learn from Vickie L. Milazzo, RN, MSN, JD, the Pioneer of Legal Nurse Consulting Through the CLNC® Certification Program:

- ▶ Live 6-Day Seminar OR
- ▶ 40-hr Home-Study

FREE INFO PACKET

CLNC®
Certified Legal Nurse Consultant

100% GUARANTEE
"MY PROVEN SYSTEM WORKS. I personally guarantee it. It's 100% risk-free!"

1000 SAVINGS

Vickie Milazzo Institute™
The Industry Leader for 26 Years
National Alliance of Certified Legal Nurse Consultants
LegalNurse.com

Call Today 800.880.0944

Unlicensed Nursing School Graduates in Indiana: NO SPECIAL STATUS

The Indiana Professional Licensing Agency received a number of phone calls and letters regarding interpretation of the article, "Graduate Nurse...Nurse extern, Not Recognized in Indiana" that appeared in the March 2008 issue of "Nursing Focus." The intent was to clarify and not to confuse the issue of graduates from schools of nursing. Hopefully, the following will clarify the status of nursing school graduates prior to licensure.

Effective July 1, 1995, the Indiana law was changed to no longer allow newly graduated nurses to receive temporary permits. The 1995 change prohibited graduate nurses from working as nurses until the graduate takes the state examination and receives a permanent license to practice nursing. The law applies to both registered and practical nursing graduates.

When an individual graduates from nursing school and is not yet licensed as a RN or LPN, she/he cannot practice responsibilities that are outlined in the Nurse Practice Act or call themselves a registered nurse or licensed practical nurse. The Nurse Practice Act, I.C. 25-23, outlines the responsibility of a Registered Nurse to apply the nursing process, which includes but is not limited to 1) patient assessment, 2) nursing diagnosis, 3) developing nursing

care plans, 4) patient evaluation, and 5) delegating tasks which assist in implementing the nursing or medical regimen. These and other activities outlined in state law, I.C. 25-23-1-1.1, may only be performed by an individual currently licensed as a registered nurse.

"Graduate Nurse" or "Nurse Extern" or numerous other titles developed by employers are not recognized in statute. These unlicensed assistive personnel CANNOT practice nursing as outlined in the Nurse Practice Act. Unlicensed individuals who perform LPN or RN roles are at risk for charges of practicing nursing without a license.

Health care organizations may employ individuals who have graduated from nursing schools but only as unlicensed assistive personnel. Health care organizations that use unlicensed assistive personnel will have specific job descriptions and competencies that guide safe practice for unlicensed assistive personnel. Those personnel may perform only those tasks that are delegated and supervised by a RN.

For further information, please refer to the Indiana Nurse Practice Act, available online at: www.IN.gov/pla, or contact the Indiana Professional Licensing Agency at 317-234-2043. When state law is silent on a nursing practice issue, professional organizations such as the American Nurses Association can be a resource for determining appropriate practice. More information on delegation of nursing practice is available at: www.nursing-world.org/books/.

nurse at Cherry Tree Elementary (Carmel Clay Schools), she sometimes feels like Art Linkletter, famous for interviewing children on "Kids Say the Darndest Things" on CBS. "The stories they tell you are wonderful," she said. "They're honest. It's wonderful. I'm kind of their coffee break." She's become very passionate about children's health and weight, trying to get good habits instilled in elementary school. Great strides are being made in health and nutrition. The venture has been gratifying, she said, because the kids have taken on as much ownership as the adults.

Community Outreach

Jodi Liming

Hendricks Regional Hospital

"Jody is a mentor for teen mothers and communicates with them through e-mail, cell phone and home phone as a support person. [She] recently missed [an awards dinner] because she was in attendance with a teen mom whose baby was dying in the NICU at Clarian." –Deb Case, administrator, Hendricks Regional Health

Jody Liming always has loved babies,

which is one of the primary reasons she decided to become a childbirth educator. She feels that working with pregnant teens is her calling. She's the prenatal education coordinator at Hendricks Regional Health, but she also has spearheaded a young mothers' support group and is working toward opening a faith-based home for pregnant teens. The passion she feels for helping these young mothers is evident when she talks about Hope House and her desire to help teen mothers break the cycle of poverty and depression. Liming makes a difference in these mothers' lives by offering education, support, understanding and compassion.

Liming is happy about being nominated, but according to her, the real glory should go to God, who has given her this inspiring assignment to complete.

Advancement of Nursing

Denise Ferrell

Clarian – IU School of Nursing

Denise Ferrell likes it when she sees the proverbial light bulb go off in one of her student's heads. To her, the best part of being a nursing professor is working

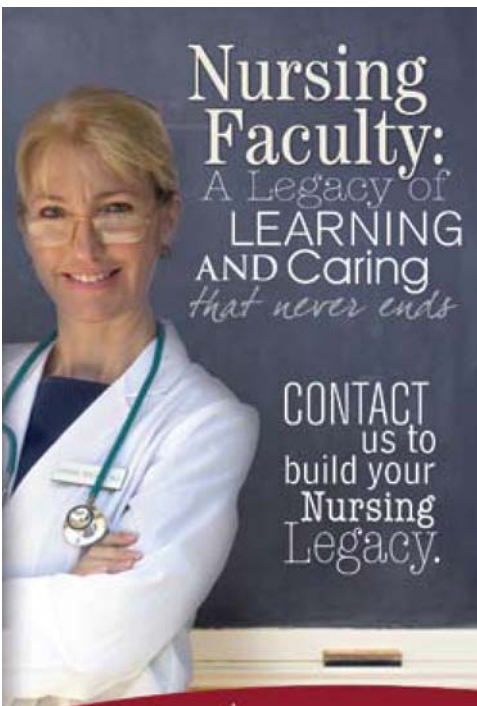
with students. Knowing they're becoming enlightened is very fulfilling.

Ferrell's dedication to her students is evident in the mentorship program she developed for African-American and other minority nursing students. She realized that minority students might need someone with whom they could discuss the challenges –academic, social and personal – they face in nursing school.

The result was a program that has grown so much it's now a citywide effort that involves volunteer minority nurses and educators from a variety of health care and academic institutions. To date, more than 100 nurses have been matched with mentors.

Respected by her students, Ferrell also is highly regarded by her peers. She's known for her excellent clinical abilities, compassion and bedside nursing skills, which she has retained despite years spent in the classroom.

Ferrell is building an infrastructure for her mentorship program so it can be offered to nursing programs across the state, and potentially, throughout the nation.



Nursing Faculty:
A Legacy of
LEARNING
AND Caring
that never ends

CONTACT
us to
build your
Nursing
Legacy.

**INDIANA
WESLEYAN
UNIVERSITY**
AGSFacultyRecruiting@indwes.edu
(765) 667-2271
www.indwes.edu/hr/application_process.htm

Be at the Top of Your Game! As a Legal Nurse Consultant!

EARN UP TO \$150/HOUR

This exciting, comprehensive Legal Nurse Consulting Certification Program prepares you thoroughly in 40 days, not 6 days to consult for Law Firms! You receive dynamic teaching led by Donna Rooney, Esq., including a Marketing workshop, AND one-on-one Mentoring from Civil Trial Attorneys!

- CHICAGO, IL - JULY 29-31, 2008
- RICHMOND, VA - AUGUST 26-28, 2008
- INDIANAPOLIS, IN - NOVEMBER 11-13, 2008



CAN'T MAKE IT TO CLASS?

NOW AVAILABLE 40-Day Home-Based
Certification Program!

CALL US FOR MORE DETAILS

704-319-5516 or 888-888-4560

Visit www.LNCcenter.com

**FINANCING
AVAILABLE**

Join the team that *cares* for Indianapolis




WISHARD

Visit us at Wishard.edu

Mayor's Celebration of Diversity Awards:
2008 Sam. H. Jones Award Recipient

I am
caring

I am
compassion

This
is Reid

Are
YOU
Reid?

Our people are at Reid for a reason. It's a special place where we are honored to serve patients and families daily. Reid will soon be pursuing our mission in a new replacement hospital. We have career opportunities in surgery, critical care and as a critical care educator/CNS. Reid offers opportunity and bright futures to nurses who are devoted to patients and families. Reid is also in a great location convenient to Indianapolis, Dayton and Cincinnati.

Contact: Lisa Nantz, Recruiter
nantzl@reidhosp.com (765) 983-3162



Reid Hospital
& Health Care Services

1401 Chester Blvd. | Richmond, IN | 47374

Check out our openings on the web: www.reidhosp.com

Restore. Reduce. Rethink.

Clarian Arnett Health is changing the way we deliver health care to the patients in our region. Through our integrated delivery system, we aim to restore health and reduce unnecessary duplication. We will rethink how health care is delivered through our commitment to innovation; and redefine the community's expectations through our pursuit of perfection and compassionate care. Working at Clarian Arnett Health isn't just a job. It is a calling.

We are currently interviewing for the following registered nurse positions:

- Progressive/Intermediate Care Unit
- Intensive Care Unit
- Medical Care Unit/Palliative
- Surgical Care Unit/Oncology
- NICU level III
- Mother/Baby Care
- Labor and Delivery
- Pediatrics
- Emergency Department
- Intake/Admissions
- Cath Lab/Interventional Radiology
- Pre/Recovery areas
- Case Management/UR
- Surgery
- Resource Pool

Apply online at
www.ClarianArnett.com



Clarian Arnett Health

765.448.8391 | 800.899.8448 ext.8391

Disciplinary Actions

Indefinite Suspension—Indefinitely prohibited from practicing for a specified minimum period of time.

Indefinite Probation—License is placed on probation for a specified minimum period of time with terms and conditions.

Renewal Denied—The Nurses license will not be renewed therefore, she/he does not have a license to practice in Indiana.

Summary Suspension—Immediate threat to the public health and safety should they be allowed to continue to practice. Issued for a period of ninety (90) days but can be renewed with Board approval.

Letter of Reprimand—Letter issued by the Board to the Nurse indicating that what she/he did was wrong.

Revoked—An individual whose license has been revoked may not apply for a new license until seven (7) years after the date of revocation

CEU's—Continuing Education Credits

Fine—Disciplinary fee Imposed by the Board.

Censure—A verbal reprimand given by the Board.

February 21, 2008 Board Meeting

NAME License # Board Action Taken

Administrative Hearings

| | | |
|------------------------|-----------------------|--|
| Lisa Marie Wieghard | 27036809A | Probation withdrawn |
| Barry Weber | 28151359A | Probation withdrawn |
| Vicki Kay Thoman | 28086986A & 71000049A | Probation withdrawn |
| Lynda Anne Rusk | 28139155A | Complaint dismissed |
| Rodney Sosbe | | License to be issued on Probation after applicant passes the necessary qualifying exam |
| Nicole Anne Serritella | 27046857A | Probation withdrawn |
| Janet Schilling | 28108442A | License reinstated on Indefinite Probation |
| Kelly Crabtree | 27037243A | Petition to reinstate license denied; remains on indefinite suspension |
| Kathy Sanders | 27030997A | Petition to reinstate license denied; remains on indefinite suspension |
| Barbara Muldoon | 28074411A | Petition to reinstate license denied; remains on indefinite suspension |
| Julie Ann Crick | 28062250A | Notice of Proposed Default |
| Nicole Renaye Freese | 28135744A | Notice of Proposed Default |
| Gregory Mann | 27025358A | Probation withdrawn |

NAME License # Board Action Taken

| | | |
|-----------------------|-----------|--|
| Kenyatta Kennedy | 27058179A | Probation withdrawn |
| Lindsey Goodrich | | License issued on indefinite probation |
| Lisa Marie Vandal | 28156099A | Indefinite Suspension |
| Shonda Marie Scheiber | 27046670A | Indefinite Probation; \$250 fine |
| Connie Louann House | 28080979A | Indefinite Suspension; CEUs; \$500 fine |
| Zanna Jean Paul | 28075309A | Settlement Agreement |
| Dawn Gehring | 28119176A | Summary Suspension extended for an additional 90 days |
| Amy Christine Hughes | 28133771A | Summary Suspension |
| James Drake | 28175011A | Probation withdrawn |
| Kelly Jo Fox | 27037488A | Indefinite Suspension; \$750 fine; AG costs |
| Landon Sexton | 27050217A | Indefinite Suspension; \$250 fine; PLA costs; AG costs |
| Echo Marie Cutsinger | 27052419A | Probation modified |
| Cathy Clark | 27017190A | Probation withdrawn |



Interim HEALTHCARE® STAFFING

Interim HealthCare is an independently owned franchise serving central Indiana for over 30 years. Interim has provided hundreds of nurses and other health care professionals with a variety of career opportunities and earning potential. It is Interim's goal to be your employer of choice. Whether you are interested in working on a per diem basis or need the security of a contracted position, Interim can assist you in achieving your career goals.

OPPORTUNITIES IN A VARIETY OF NURSING SPECIALTIES FOR BOTH RNS & LPNS THROUGHOUT CENTRAL INDIANA.

ICU • Med/Surg • Psych • NICU • LTAC • ER
Indianapolis • Carmel • Munice • Anderson

INTERIM OFFERS:

- Very competitive rates • Weekly Direct Deposit
- Flexible scheduling for Per Diem positions • Completion Bonuses
- Guaranteed hours for contract positions • Referral Bonuses
- Non-Cancellation Bonuses

INTERIM HEALTHCARE
1717 West 86th St, Ste 600
Indianapolis, IN 46260
Ask for Jeannie

Contact us at 866-635-5397 or 317-956-4024; 317-872-0518 (fax)
 E-mail careers@interimhealthcare.org • <http://www.interimhealthcare.com/indianapolis/>

Disciplinary Actions

March 20, 2008 Board Meeting

| NAME | License # | Board Action Taken |
|--------------------------------|----------------------|---|
| Administrative Hearings | | |
| Catheryn Cummings | 27039268A | Summary Suspension |
| Jessica Truman | | License issued on indefinite probation |
| Jo Ann Sims | 27047686A | Probation withdrawn |
| Brenda P. Settle | 27033038A | Probation withdrawn |
| Sharon Schmidt | 28130964A | Request to withdraw probation denied; Probation modified |
| Debra Lyn Robertson | 28097726A | Probation modified |
| Dawn Michelle Skinner | 28153503A | Petition to reinstate denied; Indefinite suspension |
| Sharon Ann Kontra | 28085679A | Notice of Proposed Dismissal |
| Theodore Santistevan | 27046788A | Notice of Proposed Default |
| Matthew Stevens | 28155064A | Notice of Proposed Default |
| Amanda Lynn May | 28133308A | Notice of Proposed Default |
| Rhonda Monday | 28132353A | Probation withdrawn |
| Linda Ann Neely | 27029060A | Indefinite probation |
| Jolinda Sue Garrison | 27034782A | Indefinite suspension; \$1000 fine; PLA costs |
| Dennis Ray Thompson | 27044408A | Indefinite suspension; letter of reprimand |
| Derek Kuehner | 27059768A | Probation withdrawn |
| Barbara Jo Hurst | 27023216A | Probation withdrawn |
| Teri Griffis | 27028976A | Reinstated on indefinite probation after submitting proof of CEU completion |
| Julie Pemberton | 28160002A, 27049053A | Indefinite suspension; \$1000 fine; AG costs |
| Julie Ann Crick | 28062250A | Indefinite suspension; \$500 fine |
| James Lee Busch | 27049297A | \$250 fine |
| Felicia Rutherford | 27035433A | Indefinite suspension; \$250 fine |
| Madeline Riley | 28156269A, 71001527A | Six month suspension of prescriptive authority; \$1000 fine; CEUs |
| Kathleen Herod | 27021450A | Letter of reprimand; CEUs |
| Bonita Harris | 27052684A | Indefinite probation; \$500 fine |
| Gladys Ruth Smith (Warrior) | 27033557A | Extension of summary suspension; Notice of proposed default |
| Marsha Butcher | 27038964A | Probation withdrawn |
| Pamela Boylls | 27018694A | Probation withdrawn |

April 17, 2008 Board Meeting

| NAME | License # | Board Action Taken |
|--------------------------------|---------------------------------|--|
| Administrative Hearings | | |
| Gidget Ferdon | 28135257A | Probation withdrawn |
| Mary Elisabeth White | 28152378A | Reinstated on indefinite probation |
| Jennifer Sue Manor Davison | 27053741A | Summary suspension |
| Barbara Ann Norris | 28094810A, 71001043A, 71001043B | Summary suspension |
| Edward Allen Van Arsdall | 28110734A | Summary suspension; Notice of proposed default |
| Tammy Sue Powers | 28135487A | Probation withdrawn |
| Mildred Joy Evans | 27021529A | Motion to dismiss denied |
| Tommy Poff | 27052117A | Notice of proposed default |
| Carol Jean Wright | 28111867A | Notice of proposed default |
| Bernard Henderson | 28129860A | Notice of proposed default |
| Arlene Nicodemus | 27041985A | Probation withdrawn |
| Thomas Hornbeck | 28142479A | Probation withdrawn |
| Trena Busch | 27051921A | \$250 fine |
| Theresa Renee Fisher | 27025471A | \$250 fine |
| Teresa Jo Hall | 28142751A | Indefinite suspension; \$500 fine |
| Shan Walker Ashurst | 27014770A | Indefinite suspension; \$500 fine |
| Mary Cole | 27037218A | Indefinite probation; \$250 fine; PLA costs |
| Jennifer Marie Gilley | 28158896A | Indefinite suspension; \$500 fine; CEUs |
| Jennifer Lynn Buchta | 28149569A | Indefinite suspension; \$750 fine |
| Joanna Lynn Duncan | 27029900A | Probation withdrawn |
| Nicole Renaye Freese | 28135744A | Indefinite suspension; \$500 fine; PLA costs |
| Yvonne Kerkes-Wood | 27050229A | Indefinite probation; \$250 fine; PLA costs |
| Diane Rae McKee | 28098761A | Indefinite suspension; \$250 fine |
| Heather Lynn Altic | 28165105A | Probation withdrawn |
| Kathleen Albers | 28095891A | Probation withdrawn |




Travel doesn't always require an agent
RN In-House Traveler Opportunities
Assignments begin July 15 including:

- Med/Surg
- Emergency Department
- Progressive Care Unit

Assignments are available at all locations - North, South, East and the Indiana Heart Hospital. Two years of experience are required. Rates up to \$48/hour.

There will also be an incentive of \$250 after orientation and \$1,000 upon completion of assignment for those signing up for the 36 hour/week, evening/night shift commitment.

For further information call 317.355.2138 or apply online at eCommunity.com/employment. EOE.

eCommunity.com

CONTINUING EDUCATION COURSES @ LEARNINGEXT.COM

Acclimation of International Nurses into US Nursing Practice

6.6 Contact Hours | \$40

Confronting Colleague

Chemical Dependency

3.3 Contact Hours | \$20

Delegating Effectively

4.2 Contact Hours | \$25

Disciplinary Actions: What Every Nurse Should Know

4.8 Contact Hours | \$29

Diversity: Building Cultural Competence

6.0 Contact Hours | \$36

Documentation: A Critical Aspect of Client Care

5.4 Contact Hours | \$32

End-of-Life Care and Pain Management

3.0 Contact Hours | \$18

Ethics of Nursing Practice

4.8 Contact Hours | \$29

Medication Errors: Detection & Prevention

6.9 Contact Hours | \$41

Nurse Practice Acts CE Courses

Participants: AR, IA, ID, KY, MA, MN, MO, NC, ND, NM, NV, OH, VA, WV-PN/RN
 2.0 Contact Hours | \$12

Patient Privacy

5.4 Contact Hours | \$32

Professional Accountability

& Legal Liability for Nurses

5.4 Contact Hours | \$32

Respecting Professional Boundaries

3.9 Contact Hours | \$23

Sharpening Critical Thinking Skills

for Competent Nursing Practice

3.6 Contact Hours | \$22

**UNLIMITED, 24-HOUR ACCESS
 TO ENGAGING NURSING CE CONTENT
 @ LEARNINGEXT.COM**



ncsbn learning extension
learningext.com

E-LEARNING FOR THE NURSING COMMUNITY

Quality Time

"Each day, I interact with physicians to determine the right answers...and feel like I am really making a difference in someone's life."

Janet Lambert, RN
Med/Surg/Ortho 2 Charge Nurse
Howard employee since 1987

Howard Regional Health System is not only an employer of choice in the heart of the county – we're an extended family and a dedicated support team.

In addition to the opportunity to work with the kind of people you can call friends and partners, we offer a competitive salary and generous benefits package. We also offer more lifestyle options to help you balance your responsibilities as a person and a professional.

Learn more about us, locate open positions, and apply online at www.howardregional.org. EOE



Howard
Regional Health System

Human Resources • 3600 South Lakeland • Kokomo, Indiana 46902 • www.howardregional.org

Health Coverage Made Easy.

We offer Health Coverage that's **ideal for...**

- Individuals without group coverage
- Independent Contractors
- Dependents and Students
- Self-Employed
- CHOPW/Retirees
- Small Businesses
- Medicare Supplement



Selection with choices are easy, for a **FREE** quote just call...

Mark Anderson

(317) 287-4998
(303) 323-6196

www.MarkAndersonInsurance.com

Anthem

Anthem Blue Cross and BlueShield of Indiana is a member of Anthem Insurance Company, Inc. Indianapolis, Indiana. Anthem Blue Cross and BlueShield of Indiana is a member of Anthem Insurance Company, Inc. Indianapolis, Indiana.

29 NURSES needed to work from home
MUST BE A SELF STARTER
Call 1-800-486-7514

Retiring?

If you are retiring or employed & have a TSA or 403b with a former employer you may qualify for an instant **10% account increase!**

Call our Toll-Free recorded message line at 1-800-486-8237 & request a **FREE** info packet

LOW COST Term Life Insurance For Nurses
Call 1-800-486-9689

RNs & LPNs

Join our new **INDIANAPOLIS** office!

Call Tina or Tami:
866-241-8202



Loving Care
Pediatric Homecare

Loving Care Pediatric Homecare is already an established and leading provider of home healthcare services in the East.

Play it key role in making our new office a success!!

- PediaPrep Training, no exp. necessary!!
- Medical/dental benefits
- Incentive programs
- Competitive hourly rates
- Annual salary increases
- Tuition reimbursement
- 401(k)
- Hourly vacation/sick time

2648 Westmont Pike East Dublin, Ohio 43017
Indianapolis, IN 46214

For more advertising information
Contact
Tom Kennedy
at 501-221-9986 or email
tkennedy@pcipublishing.com



PART TIME CLINICAL FACULTY POSITIONS AVAILABLE

Marian College invites applications for part time clinical faculty positions in pediatrics nursing, psychiatric nursing and adult health nursing to begin in the fall semester 2008. Qualifications are a minimum of a master's degree in nursing and recent clinical, inpatient experience with prior teaching in nursing education. The position is available until filled. Interviews will be conducted as qualified applications are received.

Rank and salary is dependant on qualifications. Interested candidates are invited to send letter of interest, vitae and list of three references to:
Director of Human Resources
Marian College
3200 Cold Spring Road
Indianapolis, IN 46222
hr@marian.edu

We believe great nurses make a great hospital.

jobs.stvincent.org



EEO THE SPIRIT OF CARING

Beautiful Phoenix, AZ • Up To \$8k Relo Bonus
Houston Available Also!

- Join Medical Center rated "Best in the Nation"-Magnet Recognized
- \$3k additional Relo Bonus • Comprehensive Benefits
- Ask about Free Medical Plan!
- Base up to \$38.90/hour Plus 15% Shift Diffs!, Double time!!
- FT RN Positions-not travel • Day Shifts available...
- 300 + Sunny Days per year

Call Jeff Martin • 800.304.3095 Ext-16 •
jmartin@beck-field.com

Nursing at Westview is a Work of Heart...

Westview Hospital is committed to a unique philosophy of care that is focused on preventive medicine, healthy lifestyles and treating the root cause of illness. Be a part of the Westview family - a family that believes in providing hope, health and healing for their patients and the community.

To apply for a position, please complete an online application at www.westviewhospital.org.

Westview Hospital



Providing Hope, Health & Healing

W. 38th St. & N. Guion Rd.
Human Resources: (317) 920-7272
HR@westviewhospital.org

THE BEACHES OF CORPUS CHRISTI TX
All RNs & New Grads! Up to \$7500 Sign-on/Relo

- Pay up to \$39.25 (w/Shift Diff)
- Ask about \$11hr premium
- 15% eves, 25% night Shift Diffs.
- Day Shifts Available!
- 24hr Onsite Daycare
- Clin Adv Pgm—to \$500 month
- Excellent Benefits Package!
- 3k yr Tuition Assistance
- No State Income Taxes—more \$
- Houston also available
- The Beach – You Deserve It

Contact Jeff Martin
800.304.3095
Ext-16
jmartin@beck-field.com

target
YOUR NEW CAREER PATH.



ManorCare Health Services of Anderson invites you to take aim at career satisfaction. Join us!

- **Director of Care Delivery** – Full-time; Day Shift
\$3,000 Sign-on Bonus available!
- **RN** – Full-time, PRN; 2nd and 3rd Shifts
\$2,000 Sign-on Bonus available!
- **LPN** – Full-time, PRN; 2nd and 3rd Shifts
- **Registered Dietitian**

We offer increased shift differentials, competitive wages, tuition assistance, and much more! Interested candidates please contact: **Lisa West, Ph: 866-680-2267 ext: 175, Fax: 877-479-2652, Email: lisa.west@hcr-manorcare.com.**

Apply online: www.hcr-manorcare.com
EEO/Drug-Free Employer

ManorCare
Health Services

PEOPLE | STRENGTH | COMMITMENT



INDIANA PROFESSIONAL LICENSING AGENCY WEB SITE REDESIGN

As part of a coordinated effort throughout state government in Indiana, the Indiana Professional Licensing Agency's Web site has been redesigned to maintain a consistent look and improve usability. In place is a more streamlined process for updating the information posted there as well, so please feel free to suggest additional content or provide feedback on the organization of the Nursing Board's information.

As with the previous Web site design, nurses and members of the general public can still do all of the following:

- Renew your license
- Search and verify licenses
- View disciplinary actions taken against licenses
- View license applications and instructions
- Review Board meeting agendas and meeting minutes



Meridian Services Corp is a growing regional behavioral health care provider. Meridian Services has the following openings on their Adult Psychiatric Unit and a new Gero-Psych Unit located on the campus of Ball Memorial Hospital, Muncie, Indiana. The following job positions are immediately available:

• REGISTERED NURSES • LICENSED PRACTICAL NURSES

– Must be licensed in the State of Indiana

• **NURSE PRACTITIONER** – Must be a graduate of an accredited school of nursing with a master's degree in nursing and current license to practice as a registered nurse in the State of Indiana, must include CSR and DEA, or eligible for Indiana licensure.

All positions require a valid Indiana Driver's License. Excellent salaries and fringe benefits.

Send your resume to: Meridian Services Human Resources Dept., 240 N. Tillotson Avenue, Muncie, IN 47304, fax: 765-741-0310; or e-mail: jobs@meridiansc.org EOE

www.meridiansc.org

*good things
are happening here...
for our patients and for
your career.*

More areas of specialization for fulfilling your ambitions, more shifts to choose from to balance work and your life, more opportunity to work in a community where you live, and more benefits to make your dedication worthwhile – these are some ways Saint Margaret Mercy puts more into your future. Serving both Northwest Indiana and Southeast Chicago, Saint Margaret Mercy is a leader in the healthcare industry and is the place for rewarding careers!

Come find out for yourself!

REGISTERED NURSES, GRADUATE NURSES & NURSING STUDENTS

Full, part-time, Flex Tier, PRN and registry positions at our Hammond & Dyer campuses in:

Critical Care, Med/Surg/Telemetry, Emergency Services, Behavioral Health, Home Care & Surgical Services.

Nursing students must be actively enrolled in an accredited RN nursing program.

EMERGENCY SERVICES, HAMMOND

Offers RNs:

Expanded Services • The Only Certified Chest Pain Center in Northwest Indiana
Flexible Shifts • Safe, Reasonable Nurse/Patient Ratio

For more specific information about the above position, candidates may contact:
Mary Jo Erickson, Nurse Recruiter.

For more information about our nursing opportunities, about the hospital and to apply directly online, please visit: www.smmhc.com.
Candidates may also contact our
HR Dept. at 219-932-2300.

www.smmhc.com



Sisters of St. Francis Health Services
SAINT MARGARET MERCY



A smoke-free facility. EOE M/F/D/V

DISCOVER IWU'S NURSING PROGRAMS

Indiana Wesleyan University offers you several options to earn your degree in nursing — online, off campus or on a picturesque campus that's in full bloom of new facilities...

| IWU Campus in Marion | In Indianapolis | IWU Online |
|---|---|--|
| 1. Earn a BSN Degree with a Major in Nursing in the traditional four-year format CALL 866-GO-TO-IWU | 3. A Bachelor's Program for RNs leads to a BSN in 18-20 months | 5. A Bachelor's Program for RNs leads to a BSN in 18-20 months |
| 2. Degree holders looking for a second degree can do the Transition to Nursing Program in 14 months CALL 765-677-2431 | 4. An MSN with a Major in Primary Care Nursing prepares you for Nurse Practitioner Certification in 30-32 months CALL 866-IWU-4-YOU | 6. MSN Degrees with Majors in Nursing Education or Nursing Administration prepare you for leadership roles in 22 months CALL 888-IWU-2-DAY |



*The choice is yours...
Long Term Care or Home Care*

We pride ourselves on teamwork! Now hiring full, part-time, PRN, & Weekend Indiana licensed nurses! We offer excellent starting rates with pay for experience, shift differential & weekend premium, low patient/staff ratios, and competitive benefit package including tuition reimbursement and retirement plan. Cutting edge technology in tele-monitoring utilized in home care. Also offering flexible schedules & mileage reimbursement. Interested candidates may fax resume to (219) 661-5112, apply in person at Franciscan Communities, 203 Franciscan Drive, Crown Point, IN 46307, or e-mail jhunley@franciscancommunities.com. EOE



FRANCISCAN
COMMUNITIES



Contact us for more information

INDIANA WESLEYAN UNIVERSITY
866-IWU-4-YOU • caps.indwes.edu

ASSISTING INDIVIDUALS IN ACHIEVING THEIR HIGHEST POTENTIAL

REHABILITATION HOSPITAL OF INDIANA

Rehabilitation Hospital of Indiana

opened in 1992 and we're celebrating 15 years of outstanding service. RHI is one of the largest freestanding inpatient physical rehabilitation hospitals in the Midwest. We offer comprehensive rehabilitation to patients with spinal cord injuries, brain injuries, orthopedic intervention and strokes. We invite you to join our team of healthcare professionals as we assist individuals in achieving their highest potential.

CLINICAL CHARGE NURSE

This first line leadership position is for an RN with a keen interest in Rehabilitation Nursing who holds or is willing to sit for CRRN specialty certification. A history of demonstrated clinical expertise and leadership is required. Full-time night shift, Spinal Cord Unit.

REGISTERED NURSE

Contact us about our current job openings.

We offer competitive wages and excellent benefits package

Please visit our website at www.rhin.com to learn more about RHI. For employment consideration, please submit your résumé online: resumes@rhin.com
Fax to: (317) 329-2238 or Mail to: **Attn Human Resources, 4141 Shore Drive, Indianapolis, IN 46254**
EEO - Male/Female/Veteran/Disabled





A season of change awaits you...

In a Network that allows you to **spread your wings.**

Community Health Network is proud to announce an emerging new website dedicated especially to RNs like you!

CommunityRN.com

This is the first site of its kind among Indianapolis health networks, streamlining your ability to access the information you need to consider a career with Community.

We invite you to visit us online at this custom site to read about our thriving culture of nursing, discover the generous benefits we offer, and check out hot job opportunities featured in one of five distinct areas.

ICU/PCU

Behavioral Health Care

Hospice Care

Resource Team/Travelers

Home Health Care

You can also apply for specific nursing opportunities directly from this site. So visit **CommunityRN.com** today – and make a change for the better in a network where you are encouraged to spread your wings. EOE.



Community
Health Network

eCommunity.com

Indiana Professional Licensing Agency
Indiana State Board of Nursing
Indiana Government Center South Building
402 West Washington Street, Room W072
Indianapolis, IN 46204

PRESORTED
STANDARD
U.S. POSTAGE
PAID
LITTLE ROCK, AR
PERMIT NO. 1884



THE SPIRIT OF CARING®

Like Erin, great nurses make a great hospital.

At St.Vincent, there is a reason we earned the distinction as '**Best Healthcare Provider in Central Indiana**' for the past 11 years. Our faith-based, holistic approach to healing of body, mind and spirit is one of the reasons we received the Consumer Choice Award for '**Best Place to Work in Health Care**.' The camaraderie between staff and physicians begins with our shared commitment to our Mission and Core Values. Our 'family' environment is one of the reasons *The Indianapolis Star* named St.Vincent '**Best Health Care Employer**.'

Ready to move your nursing career to a higher level?

Visit: **jobs.stvincent.org**

To speak with a nurse recruiter, call: **317.338.3422**

Open interview session for experienced RNs:

June 25, 2-7p.m.

8402 Harcourt Road, Suite 208

Indianapolis, Indiana 46260

EOE



St.Vincent
INDIANAPOLIS • CARMEL